CATHOLIC HIGH SCHOOLS AND THEIR FINANCES 1988

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TRENDS AND HIGHLIGHTS

...Compensation for priests and religious has increased substantially in the past two years. The average annual compensation for women religious has increased 30%, from $11,830 in 1986 to $15,437 in 1988.

...Average beginning salary for lay teachers has increased 15%, from $12,601 in 1986 to $14,484 in 1988. The median salary has increased 18%, from $16,800 in 1986 to $19,740 in 1988. The average maximum salary has increased 17%, from $22,351 in 1986 to $26,176 in 1988.

...Financial aid programs have increased substantially. the average grant has risen from $500 to $709, which represents 37% of the average freshman tuition.

...The dollar value of contributed services has decreased by 36%, and the dollar value of subsidies has decreased by 20%. In 1988, contributed services and subsidies represented 13% of an average school's total income, down from 20% in 1986.

...The average annual salary for lay principals is $37,437.

...The median freshman tuition in September 1987 was $1875, which represented 70% of the median per pupil expenditure of $2690. The average tuition has increased 16% in the past two years. Tuition represented 71% of school income in 1988, up from 63% in 1986.

...Four percent of Catholic high schools report a change in grade or gender composition during the past two years. Thirteen percent report they are planning for some structural changes during the next three to five years.

...Estimated operating expenses for all Catholic high schools totaled $2.36 billion, an increase of 33% since 1986.

...The dollar value of an average school's income from fundraising, endowment and other sources has increased by 18%, from $248,159 in 1986 to $293,639 in 1988, but the percentage of total school income drawn from these sources remains unchanged at 17%.

INTRODUCTION

During the past fifteen years, the National Catholic Educational Association has published a variety of statistical reports on Catholic elementary and secondary education in the United States. An annual publication provides basic data about schools, enrollment and staffing. Reports of Catholic secondary school finances have been published biennially for the past six years.

The present study builds on two earlier reports. The Catholic High School: A National Portrait was published in 1985 and reported baseline data collected from over 900 schools during the 1983-84 school year. A subsequent study of high school finances in 1986 was based on responses from a randomly selected and stratified sample of some 200 schools. The 1988 report is also drawn from data provided by a sample of some 200 schools. The 1988 survey instrument is substantially the same as the 1986 instrument, which in turn borrowed heavily from the questionnaire used to develop the National Portrait.

Taken together the three reports offer a rich data base for discerning and analyzing trends. In addition to monitoring changes in income and expenses, as well as tuitions and salaries, the 1988 survey provides new and important information about several previously unreported issues. For the first time, this study reports salaries for lay principals. Five years ago, lay principals led about one quarter of our Catholic high schools. Last year 37% of our schools had lay principals. While most private Catholic high schools continue to be led by a religious, a majority of diocesan and parochial high schools have lay principals, and their numbers are growing.

Salaries for lay teachers have increased by more than 17% in two years. During the same time, stipends for religious women have increased 30%. This report offers some encouraging evidence that Catholic high schools are working hard to provide fair compensation for all teachers, although comparative data drawn from the public sector serve to remind us that we have more work to do.

Most schools report growth in financial aid that exceeds increases in tuition. A larger percentage of Catholic high school students are receiving financial aid, and the average grant has increased from $500 to over $700 during the past two years. Even after recent increases, tuitions remain at levels that cover far less than full per pupil cost. The average Catholic high school operates at perhaps half the per pupil cost of its public school counterpart. While there is ample evidence

of their efforts to remain affordable and accessible, schools report a gradual decline in the percentages of students from low-income families.

If, on the other hand, an annual inflation rate of 4% is used to measure family income categories in constant dollars, 1988's report that 36% of Catholic high school students come from families with annual incomes of $25,000 or less compares favorably with the 1984 report that 31% of the students came from families with annual incomes of $20,000 or less.

Once again this modest analysis of finances turns up reasonably convincing evidence of the efficiency and effectiveness of Catholic secondary schools. It also provides signs of increasing demands on school leaders to go beyond tuition to identify new sources of support to meet the needs of both families and faculties.

Of course these numbers and tables are only part of the picture--at best, perhaps an x-ray of the structure that simply hints at the vitality and spirit of the enterprise. But financial structures are important, and understanding the reality, elasticity and interdependence of the many aspects of Catholic school finance is a prerequisite for planning and leadership.

Like the schools it describes, this study reflects the contributions of many generous people. I am grateful to all the school leaders who collected and shared their financial stories with us. I am especially grateful to my colleague Michael Donahue of Search Institute, who served as my technical consultant and statistical Tinker Bell, sounding alarms whenever the dread Outlier threatened to distort an unprotected Mean. Although the text is generously larded with caveats and qualifiers, it is also well stocked with inferences and judgments which I obviously regard as properly rooted in the data, and for which I assume full responsibility.

Michael J. Guerra
Executive Director
Secondary School Department

August 1988

CATHOLIC HIGH SCHOOLS
AND THEIR FINANCES

THE SAMPLE

This report is based on a randomly selected and stratified sample of United States Catholic high schools. The sample was stratified on the variables of region and enrollment size, in order to help insure that these two important characteristics would be represented as accurately as possible in the report. Out of an initial sample of 400 schools, 206 (51.5%) completed the survey. This rate of response is near the contemporary average for large-sample surveys of church bodies and similar institutions.

The distribution of the resulting sample by governance, enrollment size and region of the country (the three analysis categories used most frequently in this report) is shown in Exhibit 1. Comparison data are included from United States Catholic Elementary and Secondary Schools, 1987-1988 (F. H. Bredeweg, 1988, NCEA). The geographic distribution of schools in the sample is approximately the same as the distribution in the national census, but there are some differences in the sample's distribution by governance, notably a small over-representation of diocesan schools and under-representation of parish schools. These variations between the census and the sample should be kept in mind when interpreting the findings presented in this report. The schools providing data reported in this study serve as a reasonable though not a perfect reflection of Catholic high schools throughout the United States. Generalizations from the full sample can be drawn with reasonable confidence. Conclusions drawn from data reported by some subsets should be treated tenderly and recycled with appropriate caveats.

Exhibit 1
Percentage Distribution of Sample Schools
by Region, Governance and Enrollment

Region	No. of Sample Schools	% of Sample	% of All Catholic High Schools
New England	21	10%	8%
Mideast	51	25	28
Great Lakes	41	20	21
Plains	27	13	11
Southeast	27	13	13
West/Far West	39	19	17
Governance			
Parochial/ Interparochial	34	17%	26%
Diocesan	91	44	34
Private	80	39	40
Enrollment			
Under 500	89	45%	58%
500-1000	79	40	31
Over 1000	30	15	11

Gender Composition

Another descriptive variable of perennial interest is the gender composition of the school. Exhibit 2 shows this statistic displayed for the overall sample, and for the various analysis categories considered in this report.

In the total sample, approximately two-thirds of all schools are coeducational, while approximately one fifth are all-girls schools and one in six are all-boys schools. Catholic high schools in the Plains states, however, are much more likely to be coeducational, and those in the Mideast and West/Far West disproportionately all-girls. The New England region has a larger proportion of all-boys schools than any other area. It is clear though, that single-gender schools are overwhelmingly a private Catholic school phenomenon. Over 70% of private Catholic high schools are either all-boys or all-girls, while more than 80% of all parish and diocesan schools are coeducational.

There is a modest relationship between school enrollments and coeducation. Relatively small (under 300) and large (over 500) schools are more likely to be coeducational, although there are substantial numbers of large all-boys schools (43% of all-boys schools have enrollments of 500 or more).

Exhibit 2
Percent of Schools of Various Gender Compositions
by Region, Governance and Enrollment

	All Boys	All Girls	Coeducational
Total	18%	20%	62%
Region			
New England	29	10	62
Mideast	16	27	57
Great Lakes	17	20	63
Plains	11	4	85
Southeast	19	22	59
West/Far West	18	29	53
Governance			
Diocesan	10	9	81
Parochial/ Interparochial	3	9	88
Private	32	39	29
Enrollment			
Under 300	7	27	67
300-500	24	35	41
501-750	13	17	70
Over 750	25	7	68

Grade Composition

In recent years there has been increasing interest in school consolidations and new grade level configurations. While Catholic elementary and secondary schools are still arranged for the most part in the traditional 1-8 and 9-12 configurations, census data reported in the NCEA publication United States Catholic Elementary and Secondary Schools 1987-1988 confirm the rapid growth of kindergarten and pre-kindergarten enrollments in Catholic elementary schools. Anecdotal reports have suggested an increase in seventh and eighth grade programs provided within Catholic secondary schools. In order to begin to monitor possible shifts in high school grade composition, the 1987-88 survey collected data that had been last reported for 1983-84 in the National Portrait. The results are reflected in Exhibit 3.

Exhibit 3
Percent of Schools of Various Grade Compositions

Grades	1983-84 (National Portrait)	1987-88 (current sample)
9-12	84.9%	89.3%
8-12	2.2	1.9
7-12	7.5	4.9
K or Pre-K/12	3.1	1.9
Other	2.1	1.9

It would be premature to begin an analysis of trends based on two reports drawn from different samples, but to date there is little evidence of any substantial shifts away from traditional grade composition. In order to obtain a preview of changes anticipated but not yet implemented, the survey also collected information about future plans.

Near-Term Plans

For the first time, this report introduces information about recent and anticipated changes in school structures. Earlier reports provided some data about enrollment trends but offered little insight into the extent to which school planning shaped structural change. Data reported here provide a baseline for monitoring future trends. When asked whether they had made "any significant changes in the grade or gender composition in your school since the 1984-85 school year," 4% (8 schools) said that they had experienced such change.

When asked whether they were planning changes, approximately 13% (26 schools) said that they were planning such a change. Of this group, six were considering merger or consolidation, six were adding a 7th and 8th grade, six were planning to "go co-ed" and 10 others listed "other" changes, including closure. Principals were not asked how sure they were of these changes, so some may not occur; other principals may be unable to foresee changes that are in fact in their future. While claiming a modest advantage over the Ouija board, this study has limited power to predict the future. Nevertheless, on the basis of this survey, it seems that one in eight Catholic high schools is planning some significant change in structure during the next three years.

ADMINISTRATION

The percent of schools owned or operated by a religious order has shown little decline since this survey was last done; 49.8% reported that status in 1986, 46.6% in the current survey--a difference that is insignificant given the limitations of the

samples. Lay principals now lead most diocesan and parochial schools; private school principals continue to be drawn largely from the ranks of the sponsoring religious community. Among all principals, the percent lay has shown statistically significant increases in the last two years in most regional, governance and enrollment categories; decreases, when they have occurred, have not been large enough to be considered meaningful. (See Exhibit 4.)

Exhibit 4

Percentage Lay Principals by Region, Governance and Enrollment, 1985-1986 and 1987-1988

	1985-86	1987-88
Total	31%	37%
Region		
New England	*	29
Mideast	20	18
Great Lakes	41	54
Plains	44	59
Southeast	44	44
West/Far West	21	28
Governance		
Diocesan	42	52
Parochial/ Interparochial	45	62
Private	13	10
Enrollment		
Under 300	39	40
300-500	25	24
501-750	27	43
Over 750	33	38

*less than 1%

Principals' and Administrators' Salaries

In this year's survey, for the first time, principals were asked to report their own salaries, as well as the average salaries paid to all administrators. Because this question had not been asked in previous surveys, there are no trend data available in this report. The data are presented in Exhibit 5. Not surprisingly, priests and religious serving as Catholic high school principals are paid salaries (or stipends) that are substantially lower than the salaries paid lay principals in comparable schools. Other administrators in schools with religious principals earn more on average than their principals, but less than their opposite numbers in schools with lay principals. Inferences about other administrators must be drawn

cautiously, since the survey does not distinguish between lay and religious in this category. The inclusion of the principal's salary would tend to increase the mean reported for all administrators in schools with a lay principal, and decrease the mean in schools with a religious principal.

Based on a comparison with data published by the National Association of Secondary School Principals, lay principals in Catholic high schools earn 30% less than their colleagues in public schools.

Exhibit 5
Mean Administrators' and Principal's Salaries
by Governance, Region and Size
for Schools with Religious and Lay Principals
1987-1988

	Schools with Lay Principal		Schools with Religious Principal	
	Principal	Administrator	Principal	Administrator
Total	$37,437	$31,828	$16,974	$25,083
(Public High Schools--NASSP Report)	53,057	42,568 (assistant principals only)		
Governance				
Diocesan	38,047	32,268	9,933	23,136
Parochial/ Interparochial	34,558	30,683	8,386	20,108
Private	41,562	32,354	22,459	26,903
Region				
New England	40,873	31,961	14,658	24,767
Mideast	39,434	29,587	14,542	24,776
Great Lakes	35,211	32,614	16,596	23,732
Plains	38,699	34,647	16,431	26,422
Southeast	34,544	30,591	19,160	26,371
West/Far West	39,550	29,409	21,685	25,607
Enrollment				
Under 300	28,489	29,011	14,921	15,497
300-500	36,648	32,882	17,695	23,893
501-750	40,883	33,387	15,515	25,744
Over 750	42,847	33,497	17,958	30,020

Academic Track

The percent of students reported to be in college preparatory academic tracks has increased in the period since the last survey. In 1985-86, 80% were reported to be in college prep programs; by 1987-88, that number has grown to 89%.

TEACHERS

In 1987-88, the "average" Catholic high school had 36 full-time teachers and 5 part-time teachers, an increase of 12.5% over the corresponding figures for 1985-86, which in turn had increased from 1983-84. Of the full-time faculty, 83% were lay people, an increase of 4% over the 79% reported in the 1986 study. Fifty-six percent of the religious (9% of the total teaching staff) were religious women. Fifteen percent of the staff were not Catholic.

The length of service of the average high school teacher has increased slightly since the 1986 study. In that report 49% of the teachers had five years or less experience, while the present survey showed 46% in that category. In 1984, 54% were there five years or less (The Catholic High School: A National Portrait, 1985, NCEA); this indicates a continuation of a trend toward longer average service times in Catholic high schools and offers some evidence that schools are having some success in reducing teacher turnover.

Clergy/Religious Compensation

In the 174 schools in which women religious taught, they were compensated at the same rate as lay teachers in only 26, or 15% of the schools. The lay parity rates for men religious (16%) and for priests (15%) were comparable. Since 10% of the schools in the 1986 study reported lay parity salaries for religious, the current numbers represent a 50% increase in two years, and suggest a gradual movement toward comparable pay for lay and religious teachers. Some principals annotated their responses to describe their schools' long-term plan to phase in fully comparable pay scales over the next several years.

Average annual compensation (total of salary, benefits, housing and stipends) has increased from 1986 to 1988 by 11% for priests, 12% for men religious, and 30% for women religious. Two years ago women religious received the lowest stipends. Today, perhaps in response to increasing concerns about the financing of religious communities' growing retirement and health costs, Catholic high schools seem to be making a strong effort to improve compensation for women religious. The data are displayed in Exhibit 6.

Exhibit 6
Average Annual Compensation for
Priests, Religious Women and Religious Men

	Priests		Women Religious		Men Religious	
	85-86	87-88	85-86	87-88	85-86	87-88
Total	$12,959	$13,354	$11,830	$15,437	$12,736	$14,299
Under 300	*	*	11,120	13,558	*	*
300-500	13,101	12,867	11,535	15,352	12,961	13,941
501-750	11,559	14,202	11,896	17,431	12,482	13,020
Over 750	13,554	12,877	12,766	14,502	12,574	14,914

* = insufficient data

Lay Teacher Compensation

Ninety-six percent of the schools surveyed reported that they had established formal salary schedules for lay teachers "related to levels of education and years of experience," a proportion unchanged from the 1986 survey. In 1987-88, the average salary paid to a beginning lay teacher with a B.A. was $14,484, an increase of $1883 (15%) since 1985-86, which in turn showed a comparable increase from 1983-84. Since the average increase for lay faculty (as for most religious faculty) exceeds recent increases in the cost of living, it appears that Catholic high schools continue to be conscious of the need to improve faculty compensation.

Although the compensation gap between Catholic and public school teachers remains wide, Catholic high schools have narrowed it somewhat during the past two years. The 1986 study reported that average Catholic high school salaries trailed the estimated public school averages by 25% at entry, 30% at the maximum and 35% at the median. The 1988 data reflect spreads of 22% at entry, 20% at maximum and 31% at the median. Optimism should be encased in caveats. AFT and NEA estimates of public school teachers' salaries seem low, given the apparent increase in public support for teachers' salaries generated by the educational reform movement, and may not fully reflect the latest round of contract settlements.

The average highest salary paid to a lay teacher with an M.A. in 1987-88 was $26,176, an increase of $3825 (17%) over 1985-86, and a greater increase than that observed between 1985-86 and 1983-84. (See Exhibits 7 and 8 for comparisons by enrollment size during the two most recent time periods.) The median lay teacher salary for all schools in 1987-88 was $19,740, an increase of $2940 (17.5%) over 1985-86. (See Exhibit 9 for median by enrollment size.) In 1985-86, the average dollar amount of the benefits package for full-time lay teachers was $3010, an increase of 31% over 1985-86 (after a similar 28% increase between 1985-86 and 1983-84). Finally, 8% of the schools indicated that merit was a factor in establishing teachers' compensation, unchanged from the previous survey.

Exhibit 7
Average Beginning Salary for Lay Teacher with B.A.
1985-1986 and 1987-1988

Enrollment	1985-1986	1987-1988	% Increase
Under 300	$11,766	$13,096	11%
300-500	12,363	14,609	18
501-750	13,006	14,566	12
Over 750	13,259	15,284	15
All Catholic h.s.	12,601	14,484	15
All public h. s. (AFT estimates)	17,000	18,557	11

Exhibit 8
Average Highest Salary for Lay Teacher with M.A.
1985-1986 and 1987-1988

Enrollment	1985-1986	1987-1988	% Increase
Under 300	$18,958	$22,258	17%
300-500	22,186	26,318	19
501-750	23,020	26,861	17
Over 750	24,993	28,391	14
All Catholic h. s.	22,351	26,176	17
All public h. s. (AFT estimates)	32,552	32,540	--

Exhibit 9
Median Lay Teacher Salary
1985-1986 and 1987-1988

Enrollment	1985-1986	1987-1988	% Increase
Under 300	$14,080	$16,269	16%
300-500	16,500	20,130	22
501-750	17,430	20,548	18
Over 750	19,165	22,193	16
All Catholic h. s.	16,800	19,740	18
All public h. s. (NEA estimates of mean)	26,080	28,699	10
National Association of Independent Schools		21,500	--

Teacher-Pupil Ratio

Sample schools reported an average pupil-teacher ratio of 15.5 to 1. This ratio showed a drop since 1986 in every classification category. (See Exhibit 10.) For purposes of this analysis, any school with grades lower than 7 was excluded (3.8% of sample; cf. Exhibit 3).

Exhibit 10
Teacher-Pupil Ratio by Enrollment and School Type
1985-1986 and 1987-1988

Enrollment	1985-1986	1987-1988	Difference
Under 300	11.7	11.5	-0.2
300-500	15.5	14.7	-0.8
501-750	16.6	16.0	-0.6
Over 751	19.2	17.8	-1.4
School Type	**1985-1986**	**1987-1988**	**Difference**
Diocesan	18.0	16.1	-1.9
Parochial/ Interparochial	17.5	14.1	-3.4
Private	15.8	14.3	-1.5

Teacher Organizations

Thirty-three percent of the schools reported that at least some of their teachers "are represented during contract negotiations by some bargaining group," an increase from the 26% observed in the 1985-86 survey. It is interesting to note that this represents a return to levels observed in the 1983-84 National Portrait. It is also notable that bargaining representation has become more geographically widespread in the past two years, as shown in Exhibit 11.

Exhibit 11
Percentage of Schools with Bargaining Representation
by Region of the Country
1985-1986 and 1987-1988

Region	1985-1986	1987-1988
New England	8%	22%
Mideast	50	34
Great Lakes	19	19
Plains	12	19
Southeast	4	1
West/Far West	6	4

Of teachers with representation (one-third of the schools in the sample), 35% are represented by a diocesan organization. Other local groups represent 43%, and the remainder are represented by the National Association of Catholic School Teachers (18%) and other national groups.

There is a reasonably strong correlation between representation and salary, and a particularly significant relationship to the dollar value of the average benefit package (cf. Exhibit 12).

Exhibit 12
Teacher Salary and Benefits
in Schools With and Without Bargaining Representation

	With	Without
Average starting salary for lay teacher with B.A.	$14,735	$14,356
Average maximum salary for lay teacher	28,857	25,693
Median lay salary	21,579	19,145
Average benefit package	8,882	5,680

STUDENTS

Selected Characteristics

The "average" Catholic high school has 628 students, an increase of 18% from the 1986 study, which had reported a 6.6% decrease between 1984 and 1986. The biennial reports of national enrollment trends reflect a mixed pattern in which some schools are experiencing enrollment growth while others experience contractions. School consolidations would also contribute to the reported growth in "average" school size. The percent of Catholic students (86.4) has remained largely unchanged over the past two years (87.7% in 1986) and the percents of total enrollment within each grade level have also remained relatively constant.

Exhibit 13 examines percentage enrollment by racial/ethnic group. The most notable trends have been the relative increase in Hispanics and the relative stability of the percentages for all racial/ethnic groups through all four grade levels, supporting the contention by other research that Catholic high schools tend to retain and graduate a high percentage of their minority students.

Exhibit 13
Per School Averages--Racial Composition by Grade Percentages
1985-1986 and 1987-1988

	9th		10th		11th		12th	
YEAR	86	88	86	88	86	88	86	88
American Indian	*	*	*	*	*	*	*	*
Asian or Pacific Islander	3%	3%	3%	3%	3%	3%	3%	3%
Black, non-Hispanic	8	8	7	7	7	8	6	7
Hispanic	9	11	9	11	8	10	8	10
White, non-Hispanic	79	77	81	76	82	77	82	78

* = less than 1%

The family income of the students attending Catholic high schools is a continuing interest. Baseline data for 1983

published in the National Portrait effectively shattered the myth that claimed Catholic high schools were serving primarily students from relatively affluent families. Although the percentage of students from extremely poor families (under $10,000) remains low in comparison to the national distribution, the children of working poor and lower middle class families ($10,000-$25,000) are present in numbers and percentages comparable to the national distribution.

Nevertheless, changes over the past four years reflect the continuing pressures of rising costs and increases in tuition. The percentages of students from the poorest families has dropped from 7% in 1983 to 6% in 1985 to 4% in 1987. The percentages of students from working poor and lower middle class families has dropped from 41% in 1983 to 38% in 1985 to 32% in 1987. The current data continue to describe schools that are certainly not elitist, but the trends bear watching.

Thirty-one percent of the Catholic high schools surveyed say that they serve some handicapped students, although the number of students in any one school is relatively small. The maximum number of handicapped students reported in any one school in this sample was 17.

Exhibit 14
Percentage Family Income Distribution in Catholic High Schools and in the United States

	Catholic High Schools (1987)	United States (1985)
Under $10,000	4%	14%
$10,001-20,000	13	22
$20,001-25,000	19	11
$25,001-35,000	26	19
$35,001-50,000	23	18
Over $50,000	15	16

Financial Aid

Given a broadly shared commitment to diversity and access, and a continuing reliance on tuition income, adequately funded financial aid programs are increasingly important not only to the Catholic high school's balance sheet but to the implementation of its philosophy. When asked how many of their 9th through 12th grade students received some form of financial aid from the school, only 6 schools (3% of the respondents) said none. Of those who provide financial aid to their students, that aid was received, on average, by 16% of the students, a substantial increase from the 10% reported two years ago. Family financial need continued to be the primary criterion used by schools in determining whether to give aid, followed by the student's academic record or promise. Of those receiving financial aid,

approximately one student in seven was given aid solely on the basis of ethnic origin or race. Athletic scholarships are quite rare (cf. Exhibit 15). The average grant has increased for schools of all sizes. With the single exception of schools with enrollments between 300 and 500, the size of the increase is directly related to the size of the school's enrollment (cf. Exhibit 16), with the largest schools (over 750) reporting a substantial increase of 60% in their average grants. The median amount of the total financial aid provided by a school was $40,000, a marked (34%) increase from the amount reported in 1985-86. The average grant has risen from $500 to $709, which represents 37% of the average freshman tuition. Thus, even the size of the average grant as a portion of tuition has risen from its level of 30% just two years ago. On balance, there is substantial evidence here that schools have made serious efforts to increase their financial aid programs. In most cases, their efforts have more than kept pace with tuition increases.

Exhibit 15
Percent of All Catholic High Schools
Applying Various Criteria for Awarding Financial Aid
1985-1986 and 1987-1988

	1985-1986	1987-1988
Academic record or promise	52%	53%
Athletic record or promise	2	4
Financial need	94	95
Racial or ethnic origin	16	15
Vocational intention	1	2

Exhibit 16
Dollar Value of Average Grant by Enrollment Size
1985-1986 and 1987-1988

Enrollment	1985-1986	1987-1988	% increase
Under 300	$772	$819	6.1%
300-500	614	622	1.0
501-750	549	649	18.2
Over 750	437	702	60.6

ADMISSION STANDARDS

The numbers of students applying for admission and being informed of acceptance in U.S. Catholic secondary schools vary quite widely. Some schools accept a small percentage of their applicants, and others accept all applicants. In earlier reports, this data was collected and reported in terms of means. In the previous study (1986-87), the average (mean) number of applicants for a given high school was reported as 178, of which 80% were accepted. A more detailed examination of the responses

to the 1987-88 survey identified a relatively small number of schools with exceptionally large applicant pools and highly selective admissions standards. Since extremes tend to inflate the means, the use of medians in the 1987-88 analysis provides a more realistic description of the applicant pool and admissions standards of most Catholic high schools. While the shift from means to medians limits comparability to earlier reports in the short term, it offers a more appropriate benchmark for monitoring enrollment trends in the future.

In 1987 the median number of students applying to a given Catholic high school was 160, of which 150 (94%) were accepted, and 127 (79%) registered for admission. The four most important criteria for admission are successful completion of the previous school year, completion of one or more standardized achievement or aptitude tests, recommendation of the elementary school principal, and a strong academic record, as they were in both the National Portrait and the 1985-86 finance survey. (See Exhibit 17.) Criteria for admission to Catholic high schools are apparently relatively stable.

When asked what percentage of their students graduate, over one-fifth report 95% or more, and half report 90% or more, suggesting additional confirmation of recent research reporting exceptionally low dropout rates for Catholic high schools.

Exhibit 17
Percent of High Schools "Always" or "Usually" Applying Various Admission Criteria
1985-1986 and 1987-1988

	85-86	87-88
Ability to pay full tuition without aid	26%	22%
Completion of one or more standardized achievement or aptitude tests	82	82
Completion of written admissions test developed by your school	22	22
Personal interview with parent or guardian	43	43
Recommendation of elementary school principal	73	76
Recommendation of student's pastor	17	15
Strong academic record	65	70
Successful completion of previous year of school	94	96

FACILITIES

The "average" year in which Catholic high schools were established is 1935, although the median is 1951. Not surprisingly, the mean (1935) is strongly influenced by a small number of very old schools; six claim establishment before the Civil War. Year of construction of oldest building shows a

similar skewness, with a mean of 1949 and a median of 1956 (only one high school building in this sample was constructed before The War Between the States). Current market values of buildings and grounds also vary widely, from barely a quarter of a million dollars to $26,000,000, with a mean of $6.1 million and median of $3.8 million.

While the average school enrolls 622 students, it has a capacity for 777 students. Overcrowding seems not to be a current concern in most schools, although enrollment as percent of capacity is essentially unchanged from the 80% reported in 1986.

PARENTAL INVOLVEMENT

Eighty-nine percent of schools say that they "make use of volunteer work by parents and family members," a number that represents a return to the rates observed in the National Portrait after a brief decline in 1985-86. A typical school within this group reports 156 persons were involved in volunteer work, donating a total of 4767 work-hours, or approximately 31 hours per person. The number of persons involved represents a 31% increase from the previous survey, but the number of hours represents a 20% decrease. It is not clear what might account for such large differences in opposite directions, but it remains true that most Catholic high schools draw an extraordinarily generous response from the communities they serve.

FINANCES

Estimated National Operating Revenues

In analyzing the finances of the United States Catholic secondary education community, estimates have been generated for both national operating revenues and national operating expenses by multiplying the means obtained from the schools who responded to this survey by 1391, the total number of high schools reported in United States Catholic Elementary and Secondary Schools, 1987-1988. In order to exclude financial data that is reported in the companion NCEA publication, U.S. Catholic Elementary Schools and Their Finances 1988, this analysis was restricted to data from schools reporting no grade lower than seven.

The 1986 finance report noted that operating revenues nationally had nearly doubled in the previous 7 years, "increasing from $1.04 billion to $2.03 billion." In the two years since that report, operating revenues have increased another 17%, to $2.37 billion. As with the previous reports, tuition and fees remain the principal source of income. Contributed services have declined by 35% in just two years, reflecting not only the decrease in numbers of religious, but

also the movement toward improved compensation, especially for religious women. Nevertheless, the contributed services of religious remain an important source of income for many schools, and a national gift to Catholic education with a dollar value in excess of $100,000,000.

Operating Revenues per School

The "average" high school generated $1.7 million in operating revenue in 1987-88, an increase of approximately 17% in two years. The percent of that revenue generated by tuition has increased to 71%. Both fundraising and the catch-all category of "all other income" (e.g., endowments, athletic receipts) have also increased, while contributed services and subsidies have declined. The increase in "other" income indicates that administrators are expanding their perspectives concerning possible sources of income, and are pursuing new options (Exhibit 18) to replace contracting subsidies and contributed services.

Exhibit 18
Average School Income and Percentage by Source and Estimated National Income
1987-1988

Source of Income	Average per School Income and Percentage	Estimated National Income for 1391 Schools
Tuition and fees	$1,219,134 (71%)	$1,695,815,394
Contributed services	77,357 (5%)	107,603,587
Subsidies	133,021 (8%)	185,032,211
Fundraising	125,969 (7%)	175,222,879
All other income	167,670 (10%)	233,228,970
Total operating income	1,706,604	2,373,886,164

Estimated National Operating Expenses

While operating expenses for each school increased from 1982 to 1985, the 1986 report noted relatively slow growth in operating expenses aggregated at the national level, perhaps reflecting the net decrease in the number of Catholic high schools over that period. This study reports a notable increase in the national totals in the last two years. The 32% increase to $2.36 billion (Exhibit 19) provides one quantifiable measure of the contribution Catholic high schools and their supporters make to the nation.

Operating Expenses per School

Average per school expenses have increased more quickly than average per school revenues, leading to an average operating surplus of approximately $10,000 or about one half of one percent of the operating budget. In effect, the data suggest that

Catholic high schools continue to operate with balanced budgets but with little margin for unanticipated expenses, debt reduction or deferred maintenance. Schools have put a high priority on funding improved faculty compensation. Average amounts devoted to lay salaries rose 45% in just the two year period since the last survey, and the percentage of all expenses accounted for by those salaries rose from 40% to 46% of the budget.

Exhibit 19
Average School Operating Expenses and Percentage by Category and Estimated National Operating Expenses
1987-1988

Expense Category	Average per School Operating Expenses and Percentage	Estimated National Operating Expenses
Salaries--lay	$ 791,890 (47%)	$1,101,518,990
Salaries--religious	112,565 (7%)	156,577,915
Contributed services	55,447 (3%)	77,126,777
Other salaries	135,333 (8%)	188,248,203
All fringe benefits	177,446 (10%)	246,827,386
Other operating expenses	429,550 (25%)	597,504,050
Total operating expenses	1,697,245	2,360,867,795

Operating Revenues by School Type

The median total income for private high schools was twice that of parochial/interparochial schools, but 15% less than that of diocesan high schools. Within income categories, private school median tuition and fees were more than two times that of parochial/interparochial schools, but only 12% greater than that of diocesan schools. The private school fund-raising median was four times greater than that of parish schools, and 39% higher than diocesan schools. In each of these areas, the gap between private and parish schools has widened since the 1986 survey, while private/diocesan differences have narrowed considerably. However, the median subsidies for parochial/interparochial schools continue to exceed both diocesan and private high schools (Exhibit 20).

Exhibit 20
Median Income by Source, by Governance

Source of Income	Diocesan	Parochial/ Interparochial	Private
Tuition and fees	$994,625	$526,998	$1,126,039
Contributed services	32,500	0	100,000
Subsidies	92,000	198,692	0
Fundraising	90,000	30,500	125,000
All other income	74,720	36,326	139,000
Total operating income	1,673,633	671,500	1,420,100

Operating Expenses by School Type

The median total operating expenses for private schools was lower than that of diocesan schools, a reversal of the order observed in 1986. The same reversal is observed in the largest single category, salaries and benefits, where diocesan schools have also surpassed private schools in this sample (Exhibit 21).

Exhibit 21
Median Operating Expenses by School Type

Expense Category	Diocesan	Parochial/ Interparochial	Private
Salaries and benefits	$1,242,179	$753,240	$1,071,427
Other expenses	397,119	149,875	347,313
Total operating expenses	1,726,700	947,160	1,429,031

For further categorical revenue and expense analyses, see the Appendices.

Tuition and per Pupil Expenditures

For the total sample average in Exhibit 22, median tuition represented 70% of median per pupil cost. However, that percentage varies considerably across school categories. Within the four subgroupings of schools by governance, gender, region and enrollment, tuitions in private and diocesan schools, girls' schools, schools in the Mideast region of the United States, and schools in the largest enrollment category provide the highest percentages of per pupil costs. The greatest changes from the 1986 survey are in schools in the Mideast and schools with enrollments under 200, whose current percent of expenditures accounted for by tuition is 20% higher now that it was then; boys' schools and schools in the New England region show 11 and 13 percent declines, respectively.

Exhibit 22
Median Tuition Costs and Per Pupil Expenditures
and Tuition as % of per Pupil Expenditures
1987-1988

	9th Gr Tuition	Per Pupil Expenditures	Difference
Total			
All Catholic h. s.	$1875 (70%)	$2690	$- 815
All public schools			
K-12 (NEA estimates)	--------	4209	--------

Exhibit 22 (continued)

	9th Gr Tuition	Per Pupil Expenditures	Difference
Governance			
Diocesan	1705 (69%)	2467	- 762
Parochial/ Interparochial	1300 (49%)	2674	-1374
Private	2135 (73%)	2923	- 788
Gender Composition			
Boys' school	2300 (75%)	3083	- 783
Girls' school	2000 (77%)	2606	- 606
Coed school	1652 (62%)	2656	-1004
Region			
New England	2162 (71%)	3025	- 863
Mideast	1910 (75%)	2544	- 634
Great Lakes	1750 (67%)	2610	- 860
Plains	1470 (54%)	2739	-1269
Southeast	1862 (69%)	2710	- 848
West/Far West	2050 (76%)	2713	- 663
Enrollment			
Under 300	1800 (62%)	2922	-1122
300-500	1781 (65%)	2755	- 974
501-750	1915 (75%)	2544	- 629
Over 750	1945 (80%)	2430	- 485

The "average" Catholic high school freshmen-year tuition has increased $654 (51%) since 1983-84 (Exhibit 23). Lastly, the number of schools reporting a reduction in tuition when more than one member of the same family attends a school has declined to 57% from 64% in 1986, a relatively insignificant shift, given variations in the samples.

Exhibit 23
Average Tuition by Grade
1983-1984 through 1987-1988

	1983-1984	1985-1986	1987-1988
Grade 9	$1284	$1675	$1938
Grade 10	1359	1681	1929
Grade 11	1368	1684	1924
Grade 12	1362	1691	1927

GOVERNANCE AND EXTERNAL RELATIONS

School Boards

In this report, as in the National Portrait, the term "school board" was defined in its broadest sense, to include both advisory groups as well as policy-making bodies and legally responsible boards of trustees.

Seventy-six percent of the high schools surveyed reported that they had a school board, essentially unchanged from the 78% observed in 1986. The average size of school boards (14.2) has remained stable; in 1983-84 it was reported at 14.5 and in in 1986 at 13.5 It would seem that most Catholic high schools have settled on a 14 person board. Diocesan and private schools are about equally likely (73%, 75%) to have boards, while parish schools are more likely than either (85%) to have a board. The smaller the school, the more likely it is to have a board--a pattern also noted in the 1986 survey. Among schools that have boards, however, the largest boards are found in the largest school category and in diocesan schools. Average size of school boards and percent lay involvement, by governance and enrollment size, are shown in Exhibit 24. The percent lay membership is lowest, although still over 50%, for private schools. It seems reasonable to infer that many sponsoring religious communities have retained a significant role on the boards of their schools.

Exhibit 24
Average Size of School Boards
and Percent of School Board Members Who Are Laypersons
by Governance and Size

Governance	No. of Members	Percent Laypersons
Diocesan	16	75%
Parochial/ Interparochial	14	79
Private	13	69
Enrollment		
Under 300	12	75
300-500	14	71
501-750	14	71
Over 750	17	71

Federal and State Program Participation

There are no substantial changes reported by the schools in this study in the rates of participation in the various federal programs still available to Catholic schools, listed in Exhibit 25. In contrast, participation in state programs has increased in every case, and in some cases quite markedly (Exhibit 26). State supported drug education programs, many of which are apparently

available to a growing number of Catholic high schools, may have been initiated during the past two years.

Exhibit 25
Rates of Participation in Federally Assisted or Financed Programs
1987-1988 (1985-1986)

	87-88	(85-86)
Education Consolidation Improvement Act:		
Chapter 1 (Education of children of economically disadvantaged)	12%	(13%)
Chapter 2 (Consolidation of federal programs for elementary and secondary education)	70	(73)
Emergency School Aid Act (Desegregation assistance)	0	
Indian Education Act	1	
Junior ROTC	2	(2)
Talent Search	4	(5)
Upward Bound	6	(9)
Vocational Education Act of 1963:		
Vocational Education Basic Programs	6	(9)
Cooperative Vocational Education Program	12	(12)
Consumer and Homemaking Education	4	(5)

Exhibit 26
Rates of Participation in State Assisted or Financed Programs
1987-1988 (1985-1986)

Bus transportation	43%	(37%)
Drug education	32	(9)
Education of the handicapped	13	(10)
Education of students from low-income families	5	(5)
Guidance and counseling	26	(19)
Health services	37	(33)
Library or A-V resources	70	(67)
Textbooks	45	(44)

APPENDIX A

Introduction

The "average school" is a statistical model derived largely from the means of various measures obtained in the sample. It is not a "real" school, but one which readers may find useful as a yardstick against which to measure their own experiences and situations. The model of the average Catholic high school is followed by a set of statistical models for each of seven archetypal schools. When studying these models, the reader should remember that there are many interrelated variables that determine the fiscal dimensions of each school's operation, e.g., location, staff size, tuition rates, age and condition of facilities, composition and resources of the community served by the school. Some of these variables are especially elastic; others can harden into constants, depending on the prevailing climate.

Average Catholic High School

The average Catholic high school is coeducational. It has an enrollment of 629 students, which is 80% of the school's capacity. It is led by a religious or clergyman. Its program is college preparatory, and its student/teacher ratio is 15.5 to 1. Of its 9th grade class of 141, it is estimated that 130 will remain in school and graduate in four years.

Eighty-five of the school's students are non-Catholic. Thirty-six percent of the students come from families with annual incomes that are less than $25,000, and the principal estimates that perhaps 5% of the students come from families that receive Aid to Families with Dependent Children. Across all four years, 16% of the students receive some form of financial aid, averaging about $709 per student.

The school has a full-time faculty of 36, of whom 6 are religious and 30 are laypersons. Five of the teachers are not Catholic. Twenty-five of the teachers have 10 or fewer years' experience. The median salary for lay teachers is $19,740, and they have a benefit package valued at $3010. The school also has 5 part-time teachers.

The school's income is $1,706,604, and its expenses are $1,697,245. The investment in each student is $2852, of which $1937 is covered by tuition and fees.

The school has a board of 14 members, 10 of whom are laypersons. The board approves the annual budget and prepares and makes available an annual financial report.

AVERAGE HIGH SCHOOL MODEL
Diocesan High School (n = 91)

In 1987-88 there were 478 diocesan high schools. Among the three school types, the average diocesan high school had the largest enrollment, the highest teacher-pupil ratio and the lowest per pupil expenditure.

Enrollment	
Total	725
Catholic	640
Non-Catholic	85
Gender Composition: Coeducational (81%)	
Principal: Lay (52%)	
Faculty (Full-time)	
Total	40
Catholic lay	28
Religious	6
Non-Catholic	6
Pupil-teacher ratio	16.1
Lay Salary & Benefits	
Beginning salary (B.A.)	$14,486
Highest salary (M.A.)	26,158
Median salary	19,817
Benefit package	3,493
Finances	
Total income	$1,746,689
Tuition and fees	1,244,483
Total expenses	1,775,167
Difference	(28,478)
Average 9th grade tuition	$1,728
Average grant-financial aid	639
Per pupil expenditure (grades 9-12)	2,586
School Board	
Average number of members	16
Average number of lay members	12

AVERAGE HIGH SCHOOL MODEL
Parochial/Interparochial High School (n = 34)

In 1987-88 there were 364 parochial and interparochial high schools. The average parochial/interparochial high school had the smallest enrollment, the lowest tuition and the highest percentage of non-tuition income.

Enrollment	
Total	419
Catholic	381
Non-Catholic	38
Gender Composition: Coeducational (87%)	
Principal: Lay (62%)	
Faculty (Full-time)	
Total	25
Catholic lay	17
Religious	4
Non-Catholic	4
Pupil-teacher ratio	14.1
Lay Salary & Benefits	
Beginning salary (B.A.)	$13,772
Highest salary (M.A.)	23,872
Median salary	18,587
Benefit package	2,364
Finances	
Total income	$1,103,314
Tuition and fees	642,193
Total expenses	1,109,101
Difference	(5,787)
Average 9th grade tuition	$1,528
Average grant-financial aid	533
Per pupil expenditure (grades 9-12)	2,681
School Board	
Average number of members	14
Average number of lay members	11

AVERAGE HIGH SCHOOL MODEL
Private High School (n = 80)

In 1987-88 there were 549 private high schools. Among the three school types, the average private high school had the highest tuition, per pupil expenditure and financial aid, the highest faculty salaries and the largest operating budget.

Enrollment	
Total	604
Catholic	518
Non-Catholic	86
Gender Composition:	Single sex (70%, 38% girls schools, 32% boys schools)
Principal:	Religious (90%)
Faculty (Full-time)	
Total	35
Catholic lay	24
Religious	7
Non-Catholic	4
Pupil-teacher ratio	14.3
Lay Salary & Benefits	
Beginning salary (B.A.)	$14,841
Highest salary (M.A.)	27,364
Median salary	20,715
Benefit package	3,531
Finances	
Total income	$1,903,762
Tuition and fees	1,424,711
Total expenses	1,833,320
Difference	70,442
Average 9th grade tuition	$2,333
Average grant-financial aid	834
Per pupil expenditure (grades 9-12)	3,160
School Board	
Average number of members	13
Average number of lay members	9

AVERAGE HIGH SCHOOL MODEL
Less than 300 Students (n = 45)

Enrollment	
Total	184
Catholic	156
Non-Catholic	28
Gender Composition: Coeducational (67%)	
Principal: Religious (59%)	
Faculty (Full-time)	
Total	14
Catholic lay	7
Religious	3
Non-Catholic	4
Pupil-teacher ratio	11.5
Lay Salary & Benefits	
Beginning salary (B.A.)	$13,096
Highest salary (M.A.)	22,258
Median salary	16,269
Benefit package	3,027
Finances	
Total income	$587,527
Tuition and fees	315,626
Total expenses	584,221
Difference	3,306
Average 9th grade tuition	$2,036
Average grant-financial aid	819
Per pupil expenditure (grades 9-12)	3,364
School Board	
Average number of members	12
Average number of lay members	9

AVERAGE HIGH SCHOOL MODEL
Between 300 and 500 Students (n = 46)

Enrollment	
Total	400
Catholic	340
Non-Catholic	60
Gender Composition:	Single sex (58%, 36% girls schools, 22% boys schools)
Principal:	Religious (78%)
Faculty (Full-time)	
Total	25
Catholic lay	16
Religious	5
Non-Catholic	4
Pupil-teacher ratio	14.7
Lay Salary & Benefits	
Beginning salary (B.A.)	$14,609
Highest salary (M.A.)	26,318
Median salary	20,130
Benefit package	3,257
Finances	
Total income	$1,161,718
Tuition and fees	769,178
Total expenses	1,171,541
Difference	(9,823)
Average 9th grade tuition	$1,848
Average grant-financial aid	622
Per pupil expenditure (grades 9-12)	2,869
School Board	
Average number of members	14
Average number of lay members	10

AVERAGE HIGH SCHOOL MODEL
Between 500 and 750 Students (n = 47)

Enrollment	
Total	618
Catholic	537
Non-Catholic	71
Gender Composition: Coeducational (72%)	
Principal: Religious (57%)	
Faculty (Full-time)	
Total	36
Catholic lay	24
Religious	5
Non-Catholic	7
Pupil-teacher ratio	16.0
Lay Salary & Benefits	
Beginning salary (B.A.)	$14,566
Highest salary (M.A.)	26,861
Median salary	20,548
Benefit package	3,134
Finances	
Total income	$1,571,532
Tuition and fees	1,129,769
Total expenses	1,553,556
Difference	17,976
Average 9th grade tuition	$1,907
Average grant-financial aid	649
Per pupil expenditure (grades 9-12)	2,555
School Board	
Average number of members	14
Average number of lay members	10

AVERAGE HIGH SCHOOL MODEL
More than 750 Students (n = 60)

Enrollment	
Total	1,128
Catholic	1,009
Non-Catholic	119
Gender Composition: Coeducational (69%)	
Principal: Religious (63%)	
Faculty (Full-time)	
Total	61
Catholic lay	44
Religious	10
Non-Catholic	7
Pupil-teacher ratio	17.8
Lay Salary & Benefits	
Beginning salary (B.A.)	$15,284
Highest salary (M.A.)	28,391
Median salary	22,193
Benefit package	3,682
Finances	
Total income	$2,916,967
Tuition and fees	2,188,788
Total expenses	2,882,852
Difference	34,115
Average 9th grade tuition	$1,937
Average grant-financial aid	698
Per pupil expenditure (grades 9-12)	2,623
School Board	
Average number of members	17
Average number of lay members	12

APPENDIX B

Summary Tables by Governance, Region and Enrollment

Table B1

Total Tuition and Fees Income
(Dollar Median)

	Diocesan	Parochial/ Interpar.	Private
New England			
500 and under	$ 856,975 (3)	**	**
Over 500	1,399,645 (8)	NS	1,948,090 (5)
Mideast			
500 and under	351,075 (4)	630,000 (3)	715,472 (10)
Over 500	1,396,250 (13)	**	2,590,000 (9)
Great Lakes			
500 and under	475,000 (7)	197,640 (5)	715,860 (6)
Over 500	1,214,698 (8)	**	1,800,000 (11)
Plains			
500 and under	1,350,000 (3)	166,000 (7)	**
Over 500	1,159,715 (7)	979,000 (4)	**
Southeast			
500 and under	586,852 (4)	**	582,397 (4)
Over 500	1,839,350 (10)	**	1,756,575 (4)
West/Far West			
500 and under	373,088 (7)	NS	592,900 (11)
Over 500	1,619,359 (10)	**	2,142,218 (4)

** = less than 3 schools in this category
NS = no schools in this category
(n) = number of schools in this category

Table B2

Tuition and Fees as Percent of Operating Funds
(Median Percent)

	Diocesan	Parochial/ Interpar.	Private
New England			
500 and under	62% (3)	**	**
Over 500	70 (7)	NS	74 (5)
Mideast			
500 and under	50 (4)	68 (3)	74 (11)
Over 500	72 (12)	**	85 (8)
Great Lakes			
500 and under	41 (7)	39 (5)	65 (6)
Over 500	79 (7)	**	78 (11)
Plains			
500 and under	23 (3)	27 (7)	**
Over 500	71 (7)	50 (4)	**
Southeast			
500 and under	70 (3)	**	70 (4)
Over 500	86 (10)	**	84 (3)
West/Far West			
500 and under	70 (7)	NS	69 (11)
Over 500	84 (10)	**	73 (4)

** = less than 3 schools in this category
NS = no schools in this category
(n) = number of schools in this category

Table B3

Total Non-Tuition Income
(Dollar Median)

	Diocesan	Parochial/ Interpar.	Private
New England			
500 and under	$657,455 (3)	**	**
Over 500	376,278 (7)	NS	660,380 (5)
Mideast			
500 and under	311,532 (4)	174,268 (3)	223,260 (10)
Over 500	571,892 (12)	**	389,504 (8)
Great Lakes			
500 and under	460,375 (7)	249,810 (5)	342,925 (6)
Over 500	542,000 (7)	**	532,500 (11)
Plains			
500 and under	244,200 (3)	369,600 (7)	**
Over 500	513,918 (7)	1,133,833 (4)	**
Southeast			
500 and under	345,750 (3)	**	324,407 (4)
Over 500	395,382 (10)	**	210,559 (3)
West/Far West			
500 and under	260,700 (7)	NS	222,405 (10)
Over 500	418,647 (10)	**	608,270 (4)

** = less than 3 schools in this category
NS = no schools in this category
(n) = number of schools in this category

Table B4

Fundraising as Percent of Operating Income
(Median Percent)

	Diocesan	Parochial/ Interpar.	Private
New England			
500 and under	13% (4)	**	**
Over 500	6 (7)	NS	10 (5)
Mideast			
500 and under	9 (4)	1 (4)	7 (12)
Over 500	4 (14)	**	2 (8)
Great Lakes			
500 and under	10 (7)	6 (5)	10 (7)
Over 500	6 (7)	**	9 (11)
Plains			
500 and under	8 (3)	6 (7)	**
Over 500	5 (7)	9 (5)	**
Southeast			
500 and under	9 (3)	**	6 (4)
Over 500	2 (10)	**	**
West/Far West			
500 and under	13 (7)	NS	11 (11)
Over 500	7 (10)	**	11 (4)

** = less than 3 schools in this category
NS = no schools in this category
(n) = number of schools in this category

Table B5

Per Pupil Expenditures
(Dollar Median)

	Diocesan	Parochial/ Interpar.	Private
New England			
500 and under	$3739 (4)	**	**
Over 500	2304 (7)	NS	$3357 (5)
Mideast			
500 and under	3104 (4)	2634 (4)	2714 (13)
Over 500	2396 (14)	**	2833 (8)
Great Lakes			
500 and under	2607 (7)	2617 (5)	2835 (7)
Over 500	2357 (7)	**	2473 (11)
Plains			
500 and under	2786 (3)	3061 (7)	**
Over 500	2179 (7)	2588 (5)	**
Southeast			
500 and under	3482 (3)	**	3588 (4)
Over 500	2281 (10)	**	2372 (3)
West/Far West			
500 and under	2645 (7)	NS	2964 (10)
Over 500	2277 (10)	**	3364 (5)

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NS = no schools in this category
(n) = number of schools in this category

Table B6

Total Salaries and Benefits
(Dollar Median)

	Diocesan	Parochial/ Interpar.	Private
New England			
500 and under	$ 799,886 (4)	**	**
Over 500	1,700,192 (7)	NS	1,771,400 (5)
Mideast			
500 and under	567,253 (4)	448,000 (3)	813,579 (12)
Over 500	1,384,562 (14)	**	1,931,300 (9)
Great Lakes			
500 and under	561,850 (7)	382,300 (5)	865,207 (7)
Over 500	1,379,795 (8)	**	1,710,000 (11)
Plains			
500 and under	383,526 (3)	418,196 (7)	**
Over 500	1,375,038 (7)	1,261,250 (5)	**
Southeast			
500 and under	730,525 (4)	**	531,085 (4)
Over 500	1,702,825 (10)	**	1,850,000 (4)
West/Far West			
500 and under	705,078 (7)	NS	646,275 (11)
Over 500	1,489,628 (10)	**	1,862,826 (5)

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NS = no schools in this category
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Table B7

Total Other Operating Expenses
(Dollar Median)

	Diocesan	Parochial/ Interpar.	Private
New England			
500 and under	$645,680 (4)	**	**
Over 500	426,451 (7)	NS	813,395 (5)
Mideast			
500 and under	171,632 (4)	83,000 (3)	226,184 (12)
Over 500	507,009 (14)	**	641,627 (9)
Great Lakes			
500 and under	188,325 (7)	72,865 (5)	293,584 (7)
Over 500	219,149 (8)	**	652,769 (11)
Plains			
500 and under	105,496 (3)	117,404 (7)	**
Over 500	405,894 (7)	305,436 (5)	**
Southeast			
500 and under	200,216 (4)	**	343,648 (4)
Over 500	553,118 (10)	**	606,493 (4)
West/Far West			
500 and under	165,272 (7)	NS	223,607 (11)
Over 500	577,638 (10)	**	685,545 (5)

** = less than 3 schools in this category
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(n) = number of schools in this category

APPENDIX C

Catholic High Schools Reflected in This Report

New England

St. Paul Catholic HS	Bristol, CT
Notre Dame Catholic HS	Fairfield, CT
Northwest Catholic HS	West Hartford, CT
Notre Dame HS	West Haven, CT
Cheverus HS	Portland, ME
Cardinal Spellman HS	Brockton, MA
Bishop Connolly HS	Fall River, MA
St. Bernard's HS	Fitchburg, MA
Holyoke Catholic HS	Holyoke, MA
Notre Dame Academy	Hingham, MA
Central Catholic HS	Lawrence, MA
Malden Catholic HS	Malden, MA
St. Joseph Central HS	Pittsfield, MA
Austin Preparatory School	Reading, MA
St. Clare HS	Roslindale, MA
Cathedral HS	Springfield, MA
St. Mary's HS	Westfield, MA
Xaverian Brothers HS	Westwood, MA
Trinity HS	Manchester, NH
Mt. St. Mary Seminary	Nashua, NH
Prout Memorial HS	Wakefield, RI
Mount St. Charles Academy	Woonsocket, RI

Mideast

Archmere Academy	Claymont, DE
St. Mark's HS	Wilmington, DE
Archbishop Carroll HS	Washington, DC
Regina HS	Adelphi, MD
Catholic HS of Baltimore	Baltimore, MD
Notre Dame Preparatory School	Baltimore, MD
Our Lady of Mount Carmel HS	Baltimore, MD
John Carroll HS	Bel Air, MD
Pallotti HS	Laurel, MD
LaReine HS	Suitland, MD
Marist HS	Bayonne, NJ
Bishop Ahr/St. Thomas School	Edison, NJ
St. Dominic Academy	Jersey City, NJ
Immaculate Conception HS	Lodi, NJ
St. Joseph Regional HS	Montvale, NJ
Our Lady of Mercy Academy	Newfield, NJ
Our Lady of Good Counsel HS	Newark, NJ
Paramus Catholic Girls HS	Paramus, NJ
Pope John XXIII HS	Sparta, NJ
Buffalo Acad. of the Sacred Heart	Amherst, NY
Archbishop Molloy HS	Briarwood, NY
All Hallows Institute School	Bronx, NY
Bishop Kearney HS	Brooklyn, NY
Bishop Loughlin HS	Brooklyn, NY
Catherine McAuley HS	Brooklyn, NY
Mount Mercy Academy	Buffalo, NY
St. Patrick Central Catholic HS	Catskill, NY
Notre Dame HS	Elmira, NY
John S. Burke Catholic HS	Goshen, NY
St. Anthony's HS	Huntington Station, NY
St. Mary HS	Lancaster, NY
The Ursuline Jr/Sr HS	New Rochelle, NY
Rice HS	New York, NY
St. Agnes HS	New York, NY
St. Michael HS	New York, NY
Moore Catholic HS	Staten Island, NY
Notre Dame Academy HS	Staten Island, NY
Sacred Heart HS	Yonkers, NY
Cardinal Brennan HS	Ashland, PA
Archbishop Kennedy HS	Conshohocken, PA
Bishop McDevitt HS	Harrisburg, PA
Bishop Kendrick HS	Norristown, PA
Seton-LaSalle HS	Pittsburgh, PA
Vincentian HS	Pittsburgh, PA
Seton Catholic HS	Pittston, PA
Elk County Christian HS	St. Marys, PA
Cardinal O'Hara HS	Springfield, PA
St. Francis Preparatory School	Spring Grove, PA
Marian Catholic HS	Tamaqua, PA
Bishop Hoban HS	Wilkes Barre, PA
LaSalle College HS	Wyndmoor, PA
York Catholic HS	York, PA

Great Lakes

De La Salle Institute	Chicago, IL
St. Barbara HS	Chicago, IL
Weber HS	Chicago, IL
Marian Catholic HS	Chicago Heights, IL
St. Teresa HS	Decatur, IL
Bishop McNamara HS	Kankakee, IL
Benet Academy	Lisle, IL
Montini Catholic HS	Lombard, IL
Carmel HS for Boys	Mundelein, IL
St. Mary's Academy for Girls	Nauvoo, IL
Marillac HS	Northfield, IL
St. Bede Academy	Peru, IL
Trinity HS	River Forest, IL
Mother Theodore Guerin School	River Grove, IL
Our Lady of Providence School	Clarksville, IN
Shawe Memorial Jr/Sr HS	Madison, IN
Marian HS	Mishawaka, IN
St. Joseph HS	South Bend, IN
St. Philip Catholic HS	Battle Creek, MI
Bay City All Saints Central HS	Bay City, MI
Our Lady Star of the Sea HS	Detroit, MI
Mercy HS	Farmington, MI
Lansing Catholic Central HS	Lansing, MI
Shrine HS	Royal Oak, MI
Lake Michigan Catholic HS	St. Joseph, MI
La Salle HS	Cincinnati, OH
St. Xavier HS	Cincinnati, OH
Benedictine HS	Cleveland, OH
Trinity HS	Cleveland, OH
Bishop Hartley HS	Columbus, OH
Bishop Ready HS	Columbus, OH
Carroll HS	Dayton, OH
St. Wendelin HS	Fostoria, OH
Stephen T. Badin HS	Hamilton, OH
St. Peter's HS	Mansfield, OH
St. Mary's Central Catholic HS	Sandusky, OH
Central Catholic HS	Toledo, OH
McCauley HS	Toledo, OH
John F. Kennedy HS	Warren, OH
McDonell Central HS	Chippewa Falls, WI
Our Lady of Premontre HS	Green Bay, WI

Plains

Regis HS	Cedar Rapids, IA
Wahlert HS	Dubuque, IA
St. Edmond HS	Fort Dodge, IA
Newman HS	Mason City, IA
Columbus HS	Waterlo, IA
Dowling HS	West Des Moines, IA
Thomas More-Marian HS	Hays, KS
St. Xavier's HS	Junction City, KS
Bishop Miege HS	Shawnee Mission, KS
Bishop Carroll HS	Wichita, KS
Archbishop Brady HS	St. Paul, MN
Hill-Murray HS	St. Paul, MN
St. Bernard HS	St. Paul, MN
Cotter HS	Winona, MN
St. Thomas Aquinas-Mercy HS	Florissant, MO
Valle HS	St. Genevieve, MO
Bishop DuBourg HS	St. Louis, MO
Chaminade College Prep School	St. Louis, MO
DeSmet Jesuit HS	St. Louis, MO
Rosary HS	St. Louis, MO
St. Mary's HS	St. Louis, MO
Ursuline Academy	St. Louis, MO
Pope John XXIII Central Catholic	Elgin, NE
Cathedral HS	Omaha, NE
Central Catholic HS	West Point, NE
St. Mary's HS	New England, ND
O'Gorman HS	Sioux Falls, SD

Southeast

McGill-Toolen HS	Mobile, AL
St. Joseph Jr/Sr HS	Conway, AR
Pope John Paul II HS	Boca Raton, FL
St. Thomas Aquinas HS	Fort Lauderdale, FL
Monsignor E. Pace HS	Miami, FL
St. Joseph Academy	St. Augustine, FL
Cardinal Mooney HS	Sarasota, FL
Tampa Catholic HS	Tampa, FL
Mount de Sales Academy	Macon, GA
Benedictine Military School	Savannah, GA
Holy Rosary Academy	Louisville, KY
Trinity HS	Louisville, KY
St. Mary High School	Paducah, KY
St. Joseph's Academy	Baton Rouge, LA
St. Thomas More HS	Lafayette, LA
Archbishop Shaw HS	Marrero, LA
Archbishop Chapelle HS	Metairie, LA
Brother Martin HS	New Orleans, LA
Jesuit HS	New Orleans, LA
Bishop England HS	Charleston, SC
Immaculate Conception HS	Memphis, TN
Memphis Catholic HS	Memphis, TN
Bishop Ireton HS	Alexandria, VA
Paul VI HS	Fairfax, VA
Notre Dame Academy	Middleburg, VA
Marymount HS	Richmond, VA
Madonna HS	Weirton, WV

West/Far West

Cornelia Connelly School	Anaheim, CA
Providence HS	Burbank, CA
St. Mary's Academy	Inglewood, CA
Paraclete HS	Lancaster, CA
Bishop Amat HS	LaPuente, CA
St. Anthony HS	Long Beach, CA
Bishop Conaty Memorial HS	Los Angeles, CA
Loyola HS	Los Angeles, CA
Notre Dame Academy Girls HS	Los Angeles, CA
Sacred Heart Girls HS	Los Angeles, CA
St. Francis HS	Mountain View, CA
La Salle HS	Pasadena, CA
St. Bernard HS	Playa del Rey, CA
Pomona Catholic HS	Pomona, CA
Salesian HS	Richmond, CA
Don Bosco Technical Institute School	Rosemead, CA
Notre Dame HS	Salinas, CA
St. Augustine HS	San Diego, CA
Mercy HS	San Francisco, CA
Presentation HS	San Francisco, CA
Mission College Prep	San Luis Obispo, CA
Mater Dei HS	Santa Ana, CA
Marello Preparatory School	Santa Cruz, CA
Cardinal Newman HS	Santa Rosa, CA
Marycrest Girls HS	Denver, CA
St. Pius X HS	Albuquerque, NM
The Catholic Academy	Farmington, NM
Bishop McGuinness HS	Oklahoma City, OK
Mount St. Mary's HS	Oklahoma City, OK
Bishop Kelley HS	Tulsa, OK
Central Catholic HS	Portland, OR
St. Joseph Academy	Brownsville, TX
Incarnate Word Academy	Corpus Christi, TX
Father Yermo HS	El Paso, TX
O'Connell HS	Galveston, TX
Antonian College Prep.	San Antonio, TX
Shiner Catholic School	Shiner, TX
Notre Dame Jr/Sr HS	Wichita Falls, TX
Judge Memorial Catholic HS	Salt Lake City, UT
Blanchet HS	Seattle, WA

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